High Sick Leave Consumption
Zoo

LouieStat

KPI Owner: Cathy Bowling | **Process: Sick Leave Management**

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY 13, 21.5 Monthly Average	Data Source: Payable Time Peoplesoft	Plan-Do-Check-Act Step 8: Monitor and diagnose
Goal: <=9% of all employees w/ High Sick Leave Consumption	Goal Source: Scope Summary	Measurement Method: # of employees who used 9 or more out of 12 sick [1]days in a 12 month period; rate calculated by dividing by total employees
	Benchmark Source: Enterprise KPI Report	Why Measure: Promote a culture in which sick time is used appropriately
Benchmark: 7.47% LMG Top Quartile 05/07/16		Next Improvement Step: Continue to Monitor and Diagnose

How Are We Doing?

05.25.14-05.07.16 Rolling 52wk Avg Goal	05.25.14-05.07.16 Rolling 52wk Avg		05.10.15-05.07.16 Goal	05.10.15-05.07.16 Actual	
23	**22**	(green light)	**24**	**20**	(green light)
Employees	Employees		Employees	Employees	

High Sick Leave Consumption

Good

Legend: High Consumers — Median — Goal — Benchmark
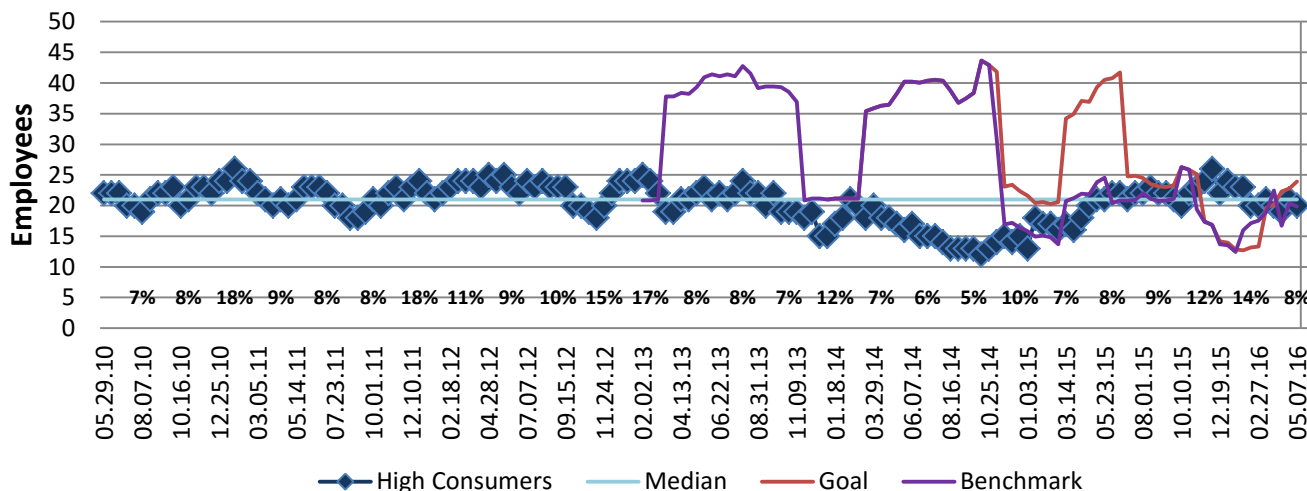
Root cause analysis is not necessary because there is no gap between the goal and current performance.